

HOUSE  
RESEARCH

ORGANIZATION bill analysis

4/29/87

HP 8  
Leonard  
(CSHB 8 by D. Hudson)

SUBJECT: Sick-leave pool for DPS employees

COMMITTEE: Public Safety: committee substitute recommended

VOTE: 9 ayes--Leonard, Burnett, Hollowell, Arnold, Betts,  
D. Hudson, S. Johnson, Stiles, Telford  
0 nays

WITNESSES: For--Michael Wiggins, Texas Department of Public  
Safety Officers Association; Mario Martinez, Texas  
State Troopers Association  
Against--None

DIGEST: CSHB 8 would require the Department of Public Safety  
(DPS) to create a sick-leave pool for use by DPS  
employees. The pool would be regulated by the Public  
Safety Commission and administered by the DPS director.  
Participation would be voluntary.

DPS employees who had exhausted all their sick leave  
could tap the pool. All DPS employees would be  
eligible, and the director would approve which  
employees could participate.

Employees could transfer one to three days sick leave  
to the pool, as determined by regulations made by the  
Public Safety Commission. The amount of sick leave  
credited to the sick-leave pool would be deducted from  
each employee's accrued sick leave.

A DPS employee would be eligible to tap the pool after  
all the worker's accrued sick leave was used. An  
employee could collect no more than one-third of the  
total amount accumulated in the pool, or 90 days,  
whichever was less.

The estate of a deceased DPS employee would not be  
entitled to be paid for unused pooled sick leave.

SUPPORTERS  
SAY: Many DPS employees have jobs that are inherently  
dangerous. HB 8 would allow all DPS employees the  
opportunity to insure themselves and their families in  
the event of a catastrophic injury or illness that  
lasted long enough to use all their regular sick leave.

A pooled sick-leave program also would give DPS employees the opportunity to help their colleagues who are sick or injured in the line of duty by contributing sick leave to a program that could be tapped by those who needed it. Participation in the pooled sick-leave program would not be mandatory. This program would not cost the state any money. It would just give DPS employees another option to help themselves and their colleagues.

OPPONENTS  
SAY:

If allowing public employees to participate in sick-leave pools is good public policy, all state employees should be made eligible.

NOTES:

The original version of the bill would have limited participation in the sick-leave insurance pool to commissioned DPS officers.

The LBB fiscal note estimates that one clerk would be needed to keep track of the sick-leave pool.